



JANUARY 2005 NORTH REGION

in this issue:

- > Did you know?
Fair Labor Standards Act
- > Where we've Been and
Where We're Going
- > jobs.utah.gov - Solutions
at the Speed of Business
- > On-Line Recruitment
System Enhanced
- > Economic Information

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2004 Highlights for Northern Region

By Gary Kennison, Business Consultant

Logan Employment Center held their annual Job Fair at the Bridgerland Applied Technologies College (BATC) in September 2004. Thru the combined efforts of local employers, BATC, and DWS the Job Fair was able to bring together 30 employer and over 1,500 applicants.

Ogden Employment Center was able to coordinate with Weber State University (WSU) a student Job Fair in November 2004. This brought together students looking for part-time employment opportunities and employers looking for part-time employees. Twelve employers participated in the Job Fair and were able to line up several interviews. WSU and DWS hope to work together and have a similar event in 2005.

Clearfield Employment Center worked closely with Home Depot in assisting the company in opening a new retail store. DWS was able to provide office space, phone and fax lines, computers for applicants to fill out applications at Home Depot's web page, additional rooms for interviews, and many other services. Home Depot was able to fill around 70 positions and DWS was honored to be able to assist in that process.

Roy Employment Center has been involved with 18 onsite recruitments/job fairs during 2004. This includes the annual job

fair at Newgate Mall; at this year's Newgate Mall Job Fair representatives helped 246 job seekers, took in over 700 applications, and assisted 28 employers with their hiring needs. Also, the Roy EC was home to the Weber County Employer Seminars; the seminars this year included the Labor Law 101 seminar presented by Utah Department of Labor. During 2004 the Roy EC helped in the recruiting efforts for the following employers opening new business locations: Wal-Mart, Checker Auto, Babies R Us, Walgreen's, Starbucks, Panda Express, Quizno's, and Sonic.

Brigham City Employment Center was honored with a Business of the Year award by the Box Elder Chamber of Commerce in February 2004. The Brigham employment center is very proud of this award and looks forward to continuing a rewarding relationship with the Box Elder Chamber of Commerce and all businesses in the area.

These are just a few specific examples of Business Solutions and accomplishments DWS Employment Center have been a part of during 2004. Business Consultants are available to cover Business Solutions available to you and your business thru DWS. Contact information for the Business Consultants, located throughout northern Utah, is included in this publication and is available online at jobs.utah.gov.

UPCOMING EVENTS/SEMINARS

Logan - will be participating in the **USU Summer Job Fair** on **Feb. 2, 2005** and the USU Career Fair on **March 2, 2005**. Both events are held on Utah State University campus.

Ogden/Roy - An employer seminar will be held on **January 18, 2005** from 7:30 AM to 9:00 AM. It will be **"Breakfast with your Economist"**. Our speaker, John Mathews, will discuss issues related to the economy in the Weber/Davis area. The cost for this seminar will be \$10.00. This event is cosponsored by the Ogden and Roy ECs and will be held at the Roy EC 1951 W 5400 S Roy, UT 84067.

Did you know?

Under the **Fair Labor Standards Act (FLSA)** employers may be required to pay for waiting, on-call or travel time. Below is an overview of those areas where employers mistakenly don't compensate where maybe they should:

Waiting Time: Whether waiting time is time worked under the Act depends upon the particular circumstances. Generally, the facts may show that the employee was engaged to wait (which is work time) or the facts may show that the employee was waiting to be engaged (which is not work time). For example, a secretary who reads a book while waiting for dictation or a fireman who plays checkers while waiting for an alarm is working during such periods of inactivity. These employees have been "engaged to wait."

On-Call Time: An employee who is required to remain on-call on the employer's premises is working while "on-call." An employee who is required to remain on-call at home, or who is allowed to leave a message where he/she can be reached, is not working (in most cases). Additional constraints on the employee's freedom could require this time to be compensated.

Rest and Meal Periods: Rest periods of short duration, usually 20 minutes or less, are common in industry (and promote the efficiency of the employee) and are customarily paid for as working time. These short periods must be counted as hours worked. Unauthorized extensions of authorized work breaks need not be counted as hours worked when the employer has expressly and unambiguously communicated to the employee that the authorized break may only last for a specific length of time, that any extension of the break is contrary to the employer's rules, and any extension of the break will be punished. Bona fide meal periods (typically 30 minutes or more) generally need not be compensated as work time. The employee must be completely relieved from duty for the purpose of eating regular meals. The employee is not relieved if he/she is required to perform any duties, whether active or inactive, while eating.

Sleeping Time and Certain Other Activities: An employee who is required to be on duty for less than 24 hours is working even though he/she is permitted to sleep or engage in other personal activities when not busy. An employee required to be on duty for 24 hours or more may agree with the employer to exclude from hours worked bona fide regularly scheduled sleeping periods of not more than 8 hours, provided adequate sleeping facilities are furnished by the employer and the employee can usually enjoy an uninterrupted night's sleep. No reduction is permitted unless at least 5 hours of sleep is taken.

Lectures, Meetings and Training Programs: Attendance at lectures, meetings, training programs and similar activities need not be counted as working time only if four criteria are met, namely: it is outside normal hours, it is voluntary, not job related, and no other work is concurrently performed.

Source: U.S. Department of Labor, Employment Standards Administration Wage and Hour Division, Fact Sheet: #22: Hours Worked Under the Fair Labor Standards Act (FLSA)

Where We've Been and Where We're Going

By – Darin Brush, Deputy Director



In the past few months, I have heard and read dozens of stories about ways we have added value to employers throughout the state. One company, a large retailer that opened several stores this year, estimates we were able to save it more than \$2 million in hiring costs and potential lost revenue if it had not met its deadline for opening. Meanwhile, a new restaurant needed one employee, whom it found with our help, saving the owners just over \$1000. In fact, last year 11,366 employers found workers and saved millions of dollars with the help of the Department of Workforce Services!

With the assistance of our employer advisory boards, we hosted nearly 20 training seminars. Most of these focused on the ever-changing world of employment law, employee relations, and successful supervision. More than 4,500 human resources officers, supervisors, and managers have attended these seminars the last two years. We also sponsored 25 "Better Your Business" workshops around the state the past 24 months, reaching over 1,000 human resource professionals. These classes focus on resources and solutions that can be had from state agencies, community organizations, and other workforce partners.

There is so much more! And, as the economy continues to gain traction, we have high expectations for 2005. Watch as we optimize the jobs.utah.gov web site to help you find qualified employees faster and easier from the largest and freshest database of job seekers in Utah. Keep an eye out for more real-time economic information to help you plan, grow, and succeed. Continue to expect great service from your partner, the Department of Workforce Services.

Thank you for the opportunity to serve you. Best wishes for 2005!

jobs.utah.gov – Solutions at the Speed of Business!

At DWS we are constantly finding new ways to present desktop solutions to the everyday employment issues for today's business. **Jobs.utah.gov** for Employers is designed to give you 24/7 access to services and solutions at your fingertips on your schedule, not ours. Here is a brief description of just some of the information and services available:

Search for Employees: This service gives you 24/7 access to our Utah talent pool of over 135,000 applicants. By entering the qualifications you require for an applicant, you will be able to review electronically applicants that match your needs—right at your desktop—any time you choose. You can even login directly from our front page. This system is currently being upgraded to make your employee search faster and easier!

Report Quarterly UI Taxes: Register, report and pay your UI taxes on-line, not in-line!

Seminars/Workshops: Find out the topics, location and time of our latest workshops and seminars designed to keep our business clients on top of the business solutions of the day!

New Hire Registry: Find out information, register and report New Hires for your business right on-line!

Recruitment Services: Find out how DWS Business Consultants can design recruiting solutions specifically for your business needs!

Economic Solutions: Access the latest economic and labor market information nationally, statewide or locally to assist you in managing your business!

Business.utah.gov: Access an aggregation of Utah business solutions from Starting to Maintaining to Moving to Downsizing your business all in one place!

File an Appeal: Understand the Unemployment Appeals Process and file an Appeal right online!

Resource Center: Haven't seen what you need? Look in our Resource Center to find a listing of services, links and assist you in solving a myriad of business situations!

Pre-Layoff Services: Did you know that DWS can assist you in preparing for and providing assistance to you and potential workers you may have to lay-off? Find out how here!

Find Economic Data: The Utah Economic Data Viewer gives you powerful Utah and national economic data on your desktop in an easy to use format. No longer do you have to sift through thick publications of data to find just what YOU need. If more precise information is needed you can link right to a labor economist for your area that will be happy to assist you!

Unemployment Tax Information: Confused about UI taxes and laws? Have your questions answered at this complete and informative site designed to eliminate the mystery!

We are committed to providing electronic solutions to assist you and your business to navigate through today's business environment. We will continue to add information and services! If you know of information or services that we may want to add to our site, simply contact your DWS Business Consultant. Thank you for trusting DWS for your business solutions!

On-line Recruitment System Enhanced

In the fall of 2002, DWS launched an on-line recruitment system to assist job seekers and Utah employers. Since the launch we have worked diligently to upgrade the system to better meet the needs of users. The job seeker side has received on-going enhancements as a result of feedback received through the on-line chat service, which was included in the launch of the product.

In February 2005, DWS will unveil the enhanced features to the employer side of the system. The redesign was a joint effort between DWS Information Technology staff and business users. Some of the new features include: 1) a condensed entry

form (from 8 pages to 1); 2) a 'behind the scenes' search engine, which allows employers to enter their job title thus populating a selection of titles to choose from; and 3) a seeker summary searching feature which allows employers to find candidates matching their job criteria from a single screen!

If you haven't yet tried this on-line system, and you have a job opening to fill, login today at <http://jobs.utah.gov/employer/emservices.asp> and start filling those vacancies! For questions about the **jobs.utah.gov** recruitment system, contact Robert Wade, at rwade@utah.gov.

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Permit #4621**Economic Information****Contact Numbers*****Economic Trends***

The economic recovery is well underway in the top of Utah. Every one of the six counties in the north experienced positive year-over job growth in the second quarter of 2004. In fact, virtually all the counties, and in particular the more metro counties of Davis and Weber, had increases in employment even in the first quarter. Although Weber County's manufacturing sector continued to shed jobs in the second quarter, overall it is still experiencing job growth.

Unemployment rates in the northern counties have all declined, compared to second quarter of 2003. All this is good news and evidence of a continuing economic recovery.

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